UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/51/643
31 October 1996

ORIGINAL: ENGLISH

Fifty-first session
Agenda item 120

HUMAN RESOURCES MANAGEMENT

Report of the Fifth Committee

Rapporteur: Mr. Igor V. GOUMENNY (Ukraine)

I. INTRODUCTION

1. At its 3rd plenary meeting, on 20 September 1996, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its fifty-first session the item entitled "Human resources management" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 7th, 9th, 10th, 11th, 13th, 14th and 16th meetings, on 15, 18, 21, 22, 24, 25 and 31 October 1996. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records (A/C.5/51/SR.7, 9, 10, 11, 13, 14 and 16).

3. For its consideration of the item, the Committee had before it the following documents:

(a) Report of the Secretary-General on the composition of the Secretariat (A/50/540);

(b) Report of the Secretary-General on the status of women in the Secretariat (A/51/304);

(c) Report of the Advisory Committee on Administrative and Budgetary Questions on the employment of retirees (A/51/475);

(d) Report of the Secretary-General on the cost of staff representational activities 1990-1991 and 1992-1994 (A/C.5/49/63 and A/C.5/49/64);

(e) Report of the Secretary-General on reasonable time for staff representational activities (A/C.5/50/64);

(f) Report of the Secretary-General on the implementation of the Secretary-General's strategy for the management of the Organization's human resources and other human resources management issues (A/C.5/51/1);

(g) Report of the Secretary-General on the employment of retirees (A/C.5/51/2);

(h) Report submitted by the Secretary-General on behalf of and with the approval of the members of the Administrative Committee on Coordination on respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations (A/C.5/51/3);

(i) Report of the Secretary-General on the costs and modalities of staff representational activities: financial data pertaining to United Nations staff associations and unions (A/C.5/51/6);

(j) Report of the Secretary-General on amendments to the Staff Regulations and Rules (A/C.5/51/7).

II. CONSIDERATION OF DRAFT DECISION A/C.5/51/L.9

4. At the 16th meeting, on 31 October, the Rapporteur of the Committee introduced a draft decision entitled "Employment of retirees" (A/C.5/51/L.9).

5. Also at the same meeting, the Committee adopted draft decision A/C.5/51/L.9 without a vote (see para. 6).

III. RECOMMENDATIONS OF THE FIFTH COMMITTEE

6. The Fifth Committee recommends to the General Assembly the adoption of the following draft decision:

The General Assembly, having considered the report of the Secretary-General on the employment of retirees 1/ and the related report of the Advisory Committee on Administrative and Budgetary Questions: 2/

(a) Endorses the recommendations and observations of the Advisory Committee on Administrative and Budgetary Questions contained in its report, subject to the following provisions;

(b) Decides to set a ceiling across the board of 22,000 United States dollars per calendar year, representing an updated amount of the 12,000 dollar

---

1/ A/C.5/51/2.

2/ A/51/475.

limit set by the General Assembly in 1982, for the employment of retired staff in receipt of a pension benefit from the United Nations Joint Staff Pension Fund, with the exception of language services staff for whom the ceiling will be 40,000 dollars per calendar year, and to limit such employment in all cases to no more than six months per calendar year;

(c) Decides that no former staff member in receipt of a pension benefit shall be re-employed at a level higher than that at which he or she separated from the organization concerned, nor shall he or she be remunerated at a level higher than that at which regular staff are remunerated for the same function at the same duty station;

(d) Requests the Secretary-General, in employing retirees, to continue to seek geographical balance in accordance with Article 101 of the Charter of the United Nations, as well as gender balance;

(e) Requests the Secretary-General to observe strictly the current practice that retirees must be medically cleared before re-employment;

(f) Requests the Secretary-General to report every two years on all aspects of the use of retired personnel, including possible revision of the limits mentioned in paragraph (b) above, and providing information concerning retirees recruited on a short-term basis at all categories and levels as well as under special service agreements. The first report should exceptionally cover the period from 1 January 1995 to 31 December 1997 and be transmitted through the Advisory Committee to the General Assembly at its fifty-third session;

(g) Requests the United Nations Joint Staff Pension Board to re-examine the request made by the General Assembly in its decision 50/485 of 7 June 1996 and to report thereon to the General Assembly at its fifty-third session;

(h) Requests the Office of Internal Oversight Services to audit the compliance of recruitment of retirees in the Secretariat within the provisions of the present decision and to report to the General Assembly at its fifty-third session.